

ABSTRACT

This research aims to determine the influence of work stress, workload, and work discipline on employee performance. This research was conducted in PT. Mandalika Adi Pratama. The object of this research is all employees of PT. Mandalika Adi Pratama. This research was done to 90 respondents by using quantitative descriptive approach. Data processing is performed by analysis in the form Partial Least Square (Smart-PLS) version 3.0. The results of this research shows that work stress is negative and significant towards the performance and work discipline of positive and significant work on employees of PT. Mandalika Adi Pratama. While the workload is not comparable with performance.

Keywords : *Job stress, Workload, Work Discipline, and Performance.*



ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh stres kerja, beban kerja, dan disiplin kerja terhadap kinerja karyawan. Penelitian ini dilakukan di PT. Mandalika Adi Pratama. Objek penelitian ini adalah seluruh karyawan PT. Mandalika Adi Pratama. Penelitian ini dilakukan terhadap 90 orang responden dengan menggunakan pendekatan deskriptif kuantitatif. Pengolahan data dilakukan dengan analisis *Partial Least Square* (Smart-PLS) versi 3.0. Hasil penelitian ini menunjukkan bahwa stres kerja berpengaruh negatif dan signifikan terhadap kinerja dan disiplin kerja berpengaruh positif dan signifikan terhadap karyawan PT. Mandalika Adi Pratama. Sedangkan beban kerja tidak berpengaruh terhadap kinerja.

Kata kunci : Stres kerja, Beban Kerja, Disiplin Kerja, dan Kinerja.

